

City of Alameda
Benefits/Contract Provisions by Bargaining Unit

BENEFIT (all amounts are monthly)	APOA
TERM of CONTRACT	1/6/2008 – 1/2/2010
Flexible Benefits Amt for Health eff. 1-1-2010 <div style="text-align: right; margin-right: 50px;"> O-Party \$480.10 1-Party \$585.10 2 Party \$1,087.37 3+ Party \$1,392.26 </div>	
Flexible Benefits Increase formula for health	85% of annual increase in PERS Kaiser premium
Dental Coverage Cost Eff 1-1-2010	\$2500 pp/yr. \$2500 pp ortho life 80% coverage 50% ortho \$131.13
Life and AD&D Coverage Cost Eff. 1-1-2010	\$50,000 \$9.00 (\$18/ \$1,000)
LTD Coverage Cost eff. 1-1-2010	None
EAP Benefit Cost eff. 1-1-2010	10 visits per issue per year City Paid @\$3.15 per month
Deferred Compensation	Employee paid
Management Incentive Pay	
RETIREMENT PERS Formula <div style="text-align: right; margin-right: 50px;"> City Cost 31.038% Eff 7/1/10 Ee Contr. (*) 9% </div>	<u>3 % @ 50</u> Options:1 yr. Final com
RETIREMENT Health effective 1/1/2010	Reimburse up to PERS 2 party rate less City contr
RETIREMENT Dental	City paid up to 2 party
SICK LEAVE	Pre7/81: 20days/yr +1 day/mo Post7/81:1 day per month

(*)The City of Alameda does NOT pay for employee's PERS contribution. However, the 7%(Misc)/9%(Safety) employee contribution amount is included in salaries.
Rev. 09/20/2010

City of Alameda
Benefits/Contract Provisions by Bargaining Unit

BENEFIT (all amounts are monthly)	APOA
HOLIDAYS	
Observed	
Floating	1 after 1 yr.
Holiday Pay	6.925%
SDI (employee paid) cost eff. 1-1-10	n/
FUNERAL Leave	3 days, 5 days for spouse/parent/child
VACATION LEAVE	
Accrual	
1yr:	10 days
2yrs:	10 days
3yrs:	10 days
4yrs:	10 days
5yrs:	15 days
6yrs:	16 days
7yrs:	16 days
8yrs:	17 days
9yrs:	17 days
10yrs:	18 days
11yrs:	18 days
12yrs:	19 days
13yrs:	19 days
14yrs:	20 days
15yrs:	21 days
16yrs:	22 days
17yrs:	24 days
18yrs:	26 days
19yrs:	26 days
20 yrs:	28 days
21yrs:	28 days
22yrs:	28 days
23yrs:	30 days
24yrs:	30 days
25+yrs:	30 days
Vacation Maximum	Annual accrual + 2 weeks
NEGOTIATED	6/27/04: 1.5%
INCREASES	12/26/04: 3% 6/26/05: 1.5% 12/25/02: 2.5% 6/26/06: 2.5% 12/24/06: 2.5% 6/24/07: 2.5%
BILINGUAL Pay (Only certified employees are eligible)	2002: \$46/mo 2003: 48/mo 2004: 50/mo 2005: 52/mo 2006: 54/mo 2007: 56/mo

(*)The City of Alameda does NOT pay for employee's PERS contribution. However, the 7%(Misc)/9%(Safety) employee contribution amount is included in salaries.
Rev. 09/20/2010